



Request for City Council Committee Action from the Department of Human Resources

Date: June 20, 2012

To: Council Member Betsy Hodges
Chair, Ways and Means Committee

Subject: Trades Inspectors Unit, Minneapolis Building and Construction Trades
Council, AFL-CIO

Recommendation: Ratification of Tentative Agreement

The Executive Committee recommends approval of the executive summary of the collective bargaining agreement between the City and the Trades Inspectors Unit represented by the Minneapolis Building and Construction Trades Council, AFL-CIO; further recommends that proper City officers be authorized to prepare and execute a collective bargaining agreement consistent with the terms of the executive summary; further recommends that the Human Resources Director be authorized to implement the terms and conditions of the collective bargaining agreement upon its execution.

Department Information

Prepared by: Perry Palin, Labor Relations Coordinator

Approved by: _____
Timothy O. Giles, HR Director Paul Aasen, City Coordinator

Presenters in Committee: Timothy Giles, Perry Palin

Financial Impact

Other financial impact—Collective Bargaining Agreement

Supporting Information

See Attached Executive Summary

**EXECUTIVE SUMMARY
TENTATIVE AGREEMENT
BETWEEN
CITY OF MINNEAPOLIS
AND**

**MINNEAPOLIS BUILDING AND CONSTRUCTION TRADES, AFL-CIO
TRADES INSPECTORS UNIT**

Expiration Date: December 31, 2010

Number of Employees in Unit: 38

Annual 2010 Base Payroll: \$2,691,352

Based on demographics on December 31, 2010

Market: Internal: Wages – Competitive. External: Wages – Competitive; Total Compensation - Competitive

Recruitment: No issues identified

Retention: No issues identified

Performance management impediments in the CBA: None identified

Issues/Concerns: None

Tentative Agreement Components:

Duration: 24 month agreement, January 1, 2011 – December 31, 2012

Economic Issues

Effective January 1, 2011

- Freezes the wage schedule
- Pay progressions permitted in 2011

Effective January 1, 2012

- Freezes the wage schedule
- Pay progressions not permitted in 2012
- At the City's discretion, new hires may be granted additional vacation accrual credit for documented related work experience to a maximum of 21 days of vacation per year
- Safety shoe reimbursement increased from \$180 to \$200 every two years
- City will perform a compensation study and report results to Union by December 31, 2012

Non-Economic Issues:

- ATTACHMENT "D" to the contract removed. ATTACHMENT "D" covers hiring temporary employees from the Union hiring hall, and is unused in this bargaining unit
- Updates FMLA language to reflect 2009 changes in federal regulations
- Renews Drug and Alcohol Testing, Job Bank, and other City-wide LOAs and Attachments
- Housekeeping for dates, titles, etc.